

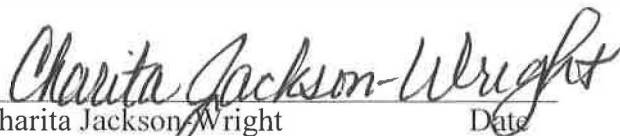


# School District of the City of Pontiac

## SCHOOL DISTRICT OF THE CITY OF PONTIAC AND THE PONTIAC EDUCATIONAL SECRETARIES ASSOCIATION (PESA)

MARCH 28, 2019

1. PESA and PSD have reached a new Tentative Agreement (TA). The total value of this proposal is in excess of \$35,693.89.
2. The parties agree to the dismissal/withdrawal of grievance #01-2018.
3. The parties agree that Article 7, Section C, Item 2, is stricken from the Collective Bargaining Agreement. Nevertheless, the parties agree that any member of PESA as of the date of the execution of this Tentative Agreement (See Appendix C), may make a onetime election to receive pay bi-weekly on a 26-pay basis. Such election shall be made by April 30, 2019, The election will be implemented by the District's payroll office starting with the first appropriate payroll for the 2019-2020 school year (as the District will not be pre-paying any wages prior to the first actual work day of the fiscal year). In a fiscal year where there are 27-pay Friday's, the bi-weekly 26-pay schedule shall be 27 pays. The document governing opt-ins is attached as Appendix B.
4. For the 2018-2019 school year, each bargaining unit member shall receive an additional 1.5% on-schedule contribution towards salary. The new rates will be effective, starting with the April 28, 2019 paycheck, for the remaining dates in the 2018-2019 pay schedule and the retro-active pay adjustment shall be given to the employee no later than the April 26, 2019 payroll. The amount of this additional salary contribution is approximately \$22,282.36 (which is inclusive of all fringe benefits). Importantly, this is in addition to 0.5% on-schedule salary increase the District gave each bargaining unit member starting with the first Fiscal Year 18-19 paycheck. The new Salary schedule is included as Appendix A.
5. In addition to the foregoing, the parties agree that PESA members shall be paid for the January 20, 2020 Martin Luther King, Jr. Holiday, at a cost of \$6,021.82
6. The term of this Agreement shall be for two (2) years and end on June 30, 2020.
7. The Parties agree to meet before June 30, 2019, to negotiate wages for the 19-20 school year to the extent the District will have the financial wherewithal to increase wages at that time.
8. The Parties agree to incorporate the above terms into a new Collective Bargaining Agreement.
9. This Tentative Agreement is subject to approval/ratification by the PSD Board of Education and the PESA membership.

  
Charita Jackson-Wright  
PESA President

Date

 3-28-19  
Kelley Williams  
Superintendent

Date

Appendix A

Salary Schedule  
2018-19

Step A	2017-18	2018-19	+1.50%
1	\$12.03	\$12.09	\$12.27
2	\$12.63	\$12.69	\$12.88
3	\$13.27	\$13.33	\$13.53
4	\$13.93	\$14.00	\$14.21
5	\$14.63	\$14.70	\$14.92
6	\$15.36	\$15.43	\$15.66
7	\$16.13	\$16.21	\$16.45
8	\$16.95	\$17.04	\$17.30
12	\$17.81	\$17.90	\$18.17
17	\$18.72	\$18.81	\$19.09
22	\$19.88	\$19.98	\$20.28
26	\$21.09	\$21.20	\$21.52

Step B	2017-18	2018-19	+1.50%
1	\$12.63	\$12.69	\$12.88
2	\$13.27	\$13.33	\$13.53
3	\$13.93	\$14.00	\$14.21
4	\$14.63	\$14.70	\$14.92
5	\$15.36	\$15.43	\$15.66
6	\$16.13	\$16.21	\$16.45
7	\$16.93	\$17.01	\$17.27
8	\$17.79	\$17.88	\$18.15
12	\$18.70	\$18.79	\$19.07
17	\$19.65	\$19.75	\$20.05
22	\$20.88	\$20.98	\$21.29
26	\$22.15	\$22.26	\$22.59

Step C	2017-18	2018-19	+1.50%
1	\$13.27	\$13.33	\$13.53
2	\$13.93	\$14.00	\$14.21
3	\$14.63	\$14.70	\$14.92
4	\$15.36	\$15.43	\$15.66
5	\$16.13	\$16.21	\$16.45
6	\$16.93	\$17.01	\$17.27
7	\$17.77	\$17.86	\$18.13
8	\$18.68	\$18.77	\$19.05
12	\$19.63	\$19.73	\$20.03
17	\$20.63	\$20.74	\$21.05
22	\$21.92	\$22.03	\$22.36
26	\$23.26	\$23.38	\$23.73

Step D	2017-18	2018-19	+1.50%
1	\$13.93	\$14.00	\$14.21
2	\$14.63	\$14.70	\$14.92
3	\$15.36	\$15.44	\$15.67
4	\$16.13	\$16.21	\$16.45
5	\$16.93	\$17.01	\$17.27
6	\$17.77	\$17.86	\$18.13
7	\$18.66	\$18.75	\$19.03
8	\$19.61	\$19.71	\$20.00
12	\$20.61	\$20.72	\$21.03
17	\$21.67	\$21.78	\$22.11
22	\$23.02	\$23.14	\$23.49
26	\$24.42	\$24.54	\$24.91

Step E	2017-18	2018-19	+1.50%
1	\$15.54	\$15.62	\$15.85
2	\$16.33	\$16.41	\$16.66
3	\$17.14	\$17.22	\$17.48
4	\$17.99	\$18.08	\$18.35
5	\$18.89	\$18.98	\$19.26
6	\$19.84	\$19.94	\$20.24
7	\$20.83	\$20.93	\$21.24
8	\$21.90	\$22.01	\$22.34
12	\$23.01	\$23.13	\$23.48
17	\$24.18	\$24.31	\$24.67
22	\$25.70	\$25.83	\$26.22
26	\$27.26	\$27.40	\$27.81

Appendix B

Pontiac Educational Secretaries Association (PESA)

Pay spread election option for all current employees.

Members,

You have the one-time option to opt in to a 26 pay schedule.

The following conditions apply to this offer.

1. You must opt in to be on 26 pays.
2. Year-round employees will continue to be paid on the 26 pay schedule, but must make a choice for future possibilities.
3. If you do not opt in to receive 26 pays at this time, you forfeit your ability to opt in at a future date.
4. If you are a 12 month (26 pay) employee, you must opt in to be eligible for the pay spread if in the future you take a position that works fewer weeks. If you do not opt in now, and later move to a position that works fewer weeks you will not be eligible for the pay spread.
5. After opting in, if you opt out at a future date you will no longer be eligible for the 26 pay spread.
6. This option is a one-time only option. New employees hired after this agreement is executed will not be eligible for the pay spread.
7. If you opt in and later decide to opt out, you will not be eligible for 26 pays in the future unless you work a year-round position.

Please choose from the following

26 pay option

23 pay option

\_\_\_\_\_  
Name (printed)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## Employee Seniority by Employee Last Name

Union Local Code: %PESA

<u>Employee Name</u>	<u>Union Local Code</u>
ADRAGNA, AILEEN D	PESA
ALEXANDER, TROSIE	PESA
BELL, WILMA J	PESA
BROOKS, SONYA	PESA
BURKETT, DEBRA LYNN	PESA
CARPENTER, ALICIA M	PESA
COLON-CARDENAS, JOCELIN	PESA
COSENTINO, THERESA	PESA
DINKINS-HOWARD, NICHOLE J.	PESA
DOWELL, FERN R	PESA
GUZMAN, CARMEN	PESA
HAYES, CASSANDRA	PESA
HENRY, CONNIE	PESA
JACKSON-WRIGHT, CHARITA L	PESA
JOHNSON, MICHELLE L	PESA
KNIGHT, KELLY	PESA
LEESE, DEBRA J	PESA
MULLEN, KIMBERLY	PESA
PERQUETTE, LUANN	PESA
SMITH, CAROLYN J	PESA
TAYLOR, TANESHA	PESA
THOMAS, BELINDA	PESA
THOMPSON, SHELBY PAIGE	PESA
WILLIAMS, HARRIETT L.	PESA